

**Social Work Competencies for Generalist Practicum**

Adapted from the CSWE Social Work Competencies (2022)

**Competency 1: Demonstrate Ethical and Professional Behavior**

- a) Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;
- b) Demonstrate behavior; appearance; and oral, written, and electronic communication appropriate to the practice setting and in accordance with social work values and UISSW professional behavior standards;
- c) Use technology ethically and appropriately to facilitate practice outcomes;
- d) Manage value conflicts between self, social work profession, and agency;
- e) Manage affective reactions and emotional self-regulation; and
- f) Use supervision and consultation to guide professional judgment and behavior.

**Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice**

- a) Advocate for human rights at the individual, family, group, organizational, and community system levels; and
- b) Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

**Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice**

- a) Demonstrate anti-racist and anti-oppressive social work practice, recognizing intersecting systems, at the individual, family, group, organizational, community, research, and policy levels;
- b) Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences; and
- c) Engage in continuous learning around anti-racism, diversity, equity, and inclusion.

**Competency 4: Engage in Practice-informed Research and Research-informed Practice**

- a) Apply research findings to inform and improve practice, policy, and programs; and
- b) Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

**Competency 5: Engage in Policy Practice**

- a) Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and
- b) Apply critical thinking to analyze, formulate, and advocate for organizational and/or governmental policies that advance human rights and social, racial, economic, and environmental justice.

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

- a) Apply knowledge of human behavior, person-in-environment, and interprofessional collaboration to engage with clients, constituencies, and other professionals; and
- b) Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

- a) Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and
- b) Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

- a) Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and
- b) Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

- a) Select and use culturally responsive methods for evaluation of outcomes; and
- b) Critically analyze outcomes from anti-racist and anti-oppressive lens and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.